

## Sustainability-related disclosures

### Introduction

On 10 March 2021, Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector ("SFDR") entered into force in the European Union. According to the SFDR, alternative investment fund managers are required to provide information to investors with regards to the promotion of environmental or social characteristics and sustainable investments, sustainability risk policies, adverse sustainability impacts and report on indicators related to the adverse sustainability impacts.

Equip Capital AS ("Equip") is a Norwegian limited company authorized by the Financial Supervisory Authority of Norway (Finanstilsynet) as an alternative investment fund manager. Equip is the alternative investment fund manager for Equip Capital Fund I LP ("Fund I"), an alternative investment fund registered in Jersey which had its final closing on 11 December 2020, and Equip Capital Fund II SCSp ("Fund II"), registered in Luxembourg.

Equip has as its mission to build better companies – for shareholders, employees, customers, and society. Equip is a signatory of the Principles for Responsible Investment as instituted by the United Nations ("UN PRI"). Equip strives to be the best owner for companies and is strongly committed to raise ESG standards during the ownership period, but also to bring the sustainability perspective into our investment analysis and decision-making processes.

Fund I and Fund II promote environmental and social characteristics as defined in Article 8 of SFDR and invest partly in sustainable investments. The Website Disclosure for Fund I and Fund II in accordance with Article 10 of SFDR for financial products referred in Article 8 is available here: [www.equip.no/responsibility](http://www.equip.no/responsibility).

### Remuneration policy (Article 5)

Equip has established a remuneration policy in accordance with the AIFM Act, Annex II of AIFMD and the guidelines provided by the European Securities and Markets Authority (ESMA). The purpose of the remuneration policy is to promote sound and effective risk management and not encourage risk-taking which is inconsistent with the risk profiles, rules or instruments of incorporation of the funds managed by Equip.

Remuneration for employees in Equip may consist of a fixed and a variable element. If variable remuneration is awarded, the total amount shall be based on a combination of the assessment of the performance of the individual and of the business unit or fund concerned and of the overall results of Equip, and when assessing individual performance, financial as well as non-financial criteria shall be considered. The assessment of the performance of the individual shall take into account sustainability risks and the extent to which the employee promotes the principles set out in Equip's internal policies for responsible investments, thereby reducing sustainability risk for Equip and contributing to Equip's sustainability objectives.

Date	Version	Amendment
3 June 2021	1	Publication of disclosure
23 December 2021	2	Updated to include Equip Capital Fund II SCSp, and to reflect Equip Capital AS as an AIFM licensed by the Norwegian Financial Supervisory Authority
12 January 2023	3	Split of Article 3, 4 and 5 disclosures into separate documents. Updated main heading